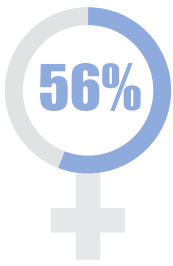
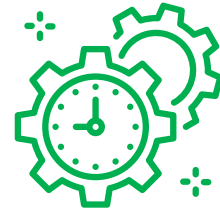


## Main findings – Ukraine



### Gender representation across the legal profession:

56 per cent of all lawyers are female  
53 per cent of all lawyers in senior roles are female



48 per cent of law firms have lawyers working part-time, and 45 per cent of law firms have female lawyers working part-time in senior roles.



Within **law firms**, women make up 49 per cent of lawyers and 38 per cent of lawyers in seniority positions.



In the **corporate sector**, women make up 66 per cent of all in-house lawyers and 59 per cent of lawyers in senior positions.



Within the judiciary, women make up **55 per cent** of all judges and hold **40 per cent** of senior roles.



In the **public sector**, women make up 52 per cent of lawyers and 76 per cent of lawyers in positions of responsibility.



### Coaching and mentoring

programmes are seen as one of the most effective initiatives.



### Most popular initiatives:

- Flexible working arrangements
- Leadership training for women



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